

An Inclusive Workplace: Employer Benefits



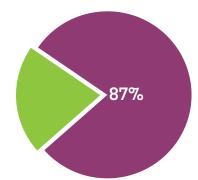
22.7% of individuals with DD in the workforce hold sales and office jobs compared to **21.9%** of those with no disability.

- Current Population Survey, 2017 annual averages



Employment-to-population ratio of working-age individuals with DD increased to 30.2% in 2018.

- 2018 Bureau of Labor Statistics (BLS) Jobs Report



of Americans prefer to spend money at businesses that employ individuals with DD.

- Arkansas Department of Human Services Employment First



Architectural/Transportation Tax Deduction allows businesses to have an annual deduction up to \$15,000 for: creating accessible parking; ramp installation; curb cuts; making telephones, water fountains and restrooms accessible; and widening walkways.



Disabled Access Credit provides a non-refundable credit **up to \$5,000** for small businesses that incur expenditures for providing access to individuals with disabilities.*

*Eligibility: earned \$1 million or less; no more than 30 full time employees in previous year.



73% of expenses on sick leave and FMLA are lower for individuals with DD as they use less sick time.

 Arkansas Department of Human Services Employment First



Job seekers with developmental or intellectual disabilities and their families contribute to \$2.1 billion in spending.

 Arkansas Department of Human Services Employment First



4.8% of individuals with DD unemployed in 2016 actively sought employment.

- 2018 Cornell DisabilityStatistics.org



DD employees are rated average or above average in work performance.

 Arkansas Department of Human Services Employment First



Job centers and vocational rehabilitation agencies can help find qualified DD job candidates.

Governor's Council on
Developmental
Disabilities

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